

## ***Kentucky Board of Education Reviews the Superintendent Professional Growth and Effectiveness System (SPGES)***

On April 9<sup>th</sup>, the Kentucky Board of Education reviewed the work of the Next Generation Superintendent Effectiveness Steering Committee and gave very positive feedback. Throughout the year, this committee comprised of Kentucky school superintendents, representatives from the Kentucky Association of School Superintendents (KASS), the Kentucky Association of School Administrators (KASA), the Kentucky School Boards Association (KSBA), the Council on Postsecondary Education (CPE), the Educational Professional Standards Board (EPSB) as well as local school board members, have been building on the work of the Kentucky new superintendent training process. Utilizing the “New Superintendent Standards and Indicators,” the committee focused on the development of a Professional Growth and Effectiveness System (PGES) for use by all of Kentucky’s superintendents in 2014-15.

From the work of the framers of Kentucky’s new superintendent training process, the members of the Next Generation Steering committee set out in August of 2013, to create a more streamlined set of tools/documents and were charged with producing three products for use by all Kentucky districts for superintendent evaluation:

- A formative Superintendent Leadership Plan document for use by superintendents and board members.
- A summative Superintendent Evaluation document for use by board members in the annual evaluation of the superintendent
- A rubric intended for guidance to any local district wanting to create an aligned tool(s) to the work of the steering committee.

The Kentucky Department of Education (KDE) is now engaged in the development of the superintendent support materials and training with KASS and KASA. KDE is also in collaboration with KSBA regarding board member training for the 2014/15 school year.

### **Anticipated Timeline:**

- April-June 2014 – Coordination for training with KSBA. (Training throughout fall)
- July 2014 – Letter to superintendents and board chairs on district preference for SPGES or locally developed aligned system
- December 2014 – Districts notify the department of their choice of SPGES or locally developed system
- 2014-15 – SPGES statewide pilot - feedback
- 2015-16 – SPGES statewide implementation

Please find included all documents related to the SPGES mentioned earlier.

Currently all Kentucky superintendents are required to conduct conversations in open board meeting with board members around (3) critical topics:

- Results and strategies for improvement in District Delivery Targets from the Fall District Report Card (state testing data results) and the status of the district's implementation of Teacher and Principal Professional Growth and Effectiveness System- slated for state-wide pilot for 2014-2015
- Results and strategies for improvement in resource/support systems - effectiveness and efficiency of district operations i.e. budget, operations, assurances and leveraging of resources
- Results and strategies for improvement from district feedback on the Kentucky TELL Survey in the area of Facilities and Resources

Evidence of these conversations are collected through uploads of board minutes into [ASSIST](#), Kentucky's Adaptive System of School Improvement Support Tool.

For 2014/15 and beyond, this process will become a part of the submission of the Comprehensive District Improvement Plan in [ASSIST](#), and be known as the "Superintendent Assurances" report.

Building on the current required uploads of critical superintendent/board conversations and now the incorporation of the state-wide SPGES is poised to provide Superintendents with:

- A Professional Growth and Effectiveness System for all Kentucky superintendents based on common clearly defined standards and indicators
- A framework which support superintendent self-reflection and self-evaluation process
- A companion system complimenting ongoing Teacher and Principal Professional Growth and Effectiveness Systems
- Objective criteria where superintendent support can be provided through shared best practices across Kentucky
- A competency/growth model where the superintendent supplies evidence in areas of emphasis from conversations with their local board
- A framework established around performance-based, non-numerical, superintendent performance levels indicating a continuous improvement approach
- The opportunity to establish clear growth goals in critical areas related to district improvement

For more information, please contact Dr. Tommy Floyd, KDE Chief of Staff, at [tommy.floyd@education.ky.gov](mailto:tommy.floyd@education.ky.gov).